

### Contents

About the Author vii

Introduction ix

#### CHAPTER 1 We're in Trouble 1

The Trouble We're In 5

# CHAPTER 2 Privilege, Oppression, and Difference 12

Difference Is Not the Problem 12

Mapping Difference: Who Are We? 13

The Social Construction of Difference 17

What Is Privilege? 20

Two Types of Privilege 21

Privilege as Paradox 23

Oppression: The Flip Side of Privilege 32

# CHAPTER 3 Capitalism, Class, and the Matrix of Domination 35

How Capitalism Works 36
Capitalism and Class 39
Capitalism, Difference, and Privilege: Race and Gender 40
The Matrix of Domination and the Paradox of Being Privileged and Oppressed At the Same Time 44

## CHAPTER 4 Making Privilege and Oppression Happen 47

Avoidance, Exclusion, Rejection, and Worse 49
A Problem for Whom? 53

And That's Not All 56
We Cannot Heal Until the Wounding Stops 59

#### CHAPTER 5 The Trouble with the Trouble 60

#### CHAPTER 6 What It Has to Do with Us 66

Individualism: Or, the Myth That Everything Bad Is Somebody's Fault 66
Individuals, Systems, and Paths of Least Resistance 68
What It Means to Be Involved in Privilege and Oppression 72

#### CHAPTER 7 How Systems of Privilege Work 76

Dominance and Control 76
Identified with Privilege 80
The Center of Attention 84
The Isms 88
The Isms and Us 90

# CHAPTER 8 Getting Off the Hook: Denial and Resistance 92

Deny and Minimize 92

Blame the Victim 94

Call It Something Else 95

It's Better This Way 95

It Doesn't Count If You Don't Mean It 96

I'm One of the Good Ones 99

Not My Job 102

Sick and Tired 103

Getting Off the Hook by Getting On 105

#### CHAPTER 9 What Can We Do? 107

The Myth That It's Always Been This Way, and Always Will 108
Gandhi's Paradox and The Myth of No Effect 110
Stubborn Ounces: What Can We Do? 114

#### EPILOGUE: A Worldview Is Hard to Change 135

Acknowledgments 142
Glossary 144
Notes 151
Resources 169
Credits 182
Index 183